



**Hundredth Legislature - First Session - 2007  
Committee Statement  
LB 432**

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**Hearing Date:** March 5, 2007  
**Committee On:** Business and Labor

**Introducer(s):** (Friend)  
**Title:** Change the Act Prohibiting Unjust Discrimination in Employment Because of Age

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**Roll Call Vote – Final Committee Action:**

- Advanced to General File
  - X Advanced to General File with Amendments
  - Indefinitely Postponed
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**Vote Results:**

- |   |                     |  |
|---|---------------------|--|
| 5 | Yes                 | Senators Cornett, McGill, Rogert, Wallman, White |
|   | No                  |  |
|   | Present, not voting |  |
| 2 | Absent              | Senators Chambers and Lathrop                    |
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**Proponents:**  
Rodney Krogh

Anne Hobbs  
Ron Sedlacek

**Representing:**  
Introducer, Legislative Aide to Senator Mike Friend  
Nebraska Equal Opportunity Commission  
Nebraska Chamber of Commerce

**Opponents:**

**Representing:**

**Neutral:**

**Representing:**

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**Summary of purpose and/or changes:**

LB 432 renames sections 49-1001 to 48-1010 the “Age Discrimination in Employment Act.” The definition of employer is amended to include employers with twenty or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year.

The act is expanded by striking the upper age limit of 70, making the act applicable to anyone forty years of age or older. The bill also changes the way in which the Act applies to employment agencies.

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The time frame for the commission to take action of a complaint is extended from 30 days to 60 days and thereby delays the filing of a civil suit by the aggrieved individual.

Finally, the bill sets forth a process for filing a complaint, notice requirements to the alleged violator, and the consequences of failure to cooperate with the commission.

**Explanation of amendments, if any:** The following technical amendment was adopted and the entire amended bill was amended into the committee amendment (AM 863) of LB 265.

1. On page 4, line 15, strike “over”, show as stricken, and after “years” insert “or more”.
2. On page 5, line 25, strike “or”, show as stricken, and insert an underscored comma.
3. On page 6, line 1, after “States” insert “, or (c) an Indian Tribe”.
4. On page 7, line 2, strike “the”; and in line 13 strike “employer’s” and insert “employee’s”.
5. On page 8, line 3, strike “or as an applicant for employment” and show as stricken.

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**Senator Abbie Cornett, Chairperson**